

Peer Support Worker

Job Description and Person Specification

Peer Support Worker - Service

Hours	25 hours per week
Leeds Mind Grade	Grade 2
Contract	Permanent
Location	Clarence House, Horsforth with travel and work also undertaken in West Leeds, HATCH, The Light, across Leeds with the possibility of home visits.
Annual Leave	28 days a year plus 8 Statutory holidays, rising to 31 days after 3 years
Pension	3% employer contribution, 5% employee contribution, enhanced by salary exchange
Probationary Period	6 months
Reporting to	Line Manager
DBS Check Level	Enhanced

Introduction

We have faith and optimism in the people who access our services and so delivery is built around their needs. We support the people of Leeds West Yorkshire to discover their own resources to 'recover' from periods of poor mental health, and to live life independently with their mental health difficulties. Our values of Being Open, Supportive, Brave, Connected and Resourceful are pivotal to the work we do.

The Community Mental Health Transformation programme is an established approach to supporting adults and older adults with ongoing and complex mental health needs. This way of working enables more people to access the support they need, when they need it.

Support is provided at a local level, with access to help and advice for a range of related issues such as housing, benefits, employment, and physical health all in one place.

People with ongoing and complex mental health needs are sometimes referred to as having Severe Mental Illness (SMI). This includes a wide range of needs and complexities, which may also coexist with frailty, cognitive impairments, neurodiversity, or substance use.

[Visit this page to find out more about Community Mental Health Transformation](#)

The Peer Support delivery under CMH Transformation is a partnership with Leeds Mind, Leeds Survivor Led Crisis Service and MESMAC, with Leeds Mind as the lead partner. The service sits under the Leeds Community Mental Health Provider Alliance, in partnership with Touchstone, BARCA & Northpoint.

Belonging at Leeds Mind

Leeds Mind is committed to creating an inclusive environment – equity, diversity and inclusion are at the heart of everything that we do.

We are committed to ensuring that our colleagues, volunteers and people who access our services feel a sense of belonging at Leeds Mind that gives them the confidence to share their unique perspectives and experience.

By creating an inclusive environment that fosters belonging, we aspire to attract colleagues and volunteers who offer diversity of experience and thought. We believe this will ultimately improve the service we provide as well as the employee and volunteer experience.

To find out more about how we are developing this you can click [here](#).

Purpose of the role

To promote and role model the peer support principles while building safe, trusting relationships with people using services based on non-judgmental listening and shared lived experience. To use your personal experiences of using mental health services – sometimes called ‘lived experience’ – in your work and to support people to make use of their own strengths and build connections with their peers and wider communities. The post holder will support a range of people from across Leeds, in a non-judgemental, person-centred way, while holding cultural sensitivity at the heart of their approach.

Team Structure



Main Tasks and Responsibilities

- To provide non-directive, empowering support that helps individuals recognise their strengths and build meaningful connections with peers and communities.
- To respect and value diverse experiences, supporting people to access resources and relationships within their chosen communities.
- To support individuals in developing personal recovery or wellbeing plans, or offer informal guidance through active listening and sharing lived experience.
- Maintaining and monitoring accurate recording of participation, progress and outcomes.
- To facilitate some group work, workshops and courses with a focus around mental health.
- To work as part of a wider mental health team along side the community mental health team (secondary care), medics and GPs (primary care) and other third sector organisations such as community wellbeing connectors. This will include attending multi-disciplinary team meetings and anchor days.
- To actively connect with wider community support including grassroots organisations, linking people in with community assets to support their recovery long-term.
- To support and supervise a volunteer at Leeds Mind.

Organisation

- Participate in 1:1s, performance and development, including your employing organisations compulsory training programme
- Attend and participate in service/team meetings
- Work within the framework of your employing organisations policies and procedures
- Promote the values, behaviours and ethos of your employing organisation
- Respond and report on safeguarding concerns in line with your employing organisations safeguarding policy and procedure
- Undertake any other reasonable duties as and when required

Person Specification

	Essential	Desirable
Knowledge/ Qualifications	<ul style="list-style-type: none"> • Personal experience of managing mental health and wellbeing (e.g. recovery or wellbeing plan). • Understanding of peer support principles, recovery concepts, and trauma-informed approaches. • Awareness of local mental health services and the impact of stigma, discrimination, and social issues (including those affecting LGBT+ communities). 	<ul style="list-style-type: none"> • GCSE level English and Maths grade C or above • Mental health Awareness Training, Mental Health First Aid Training or other evidence of training or development relevant to working within mental health. • Knowledge of local community resources, including LGBT+ and culturally diverse grassroots organisations and charities. • Knowledge of the safeguarding of children and vulnerable adults • Knowledge of Mental Health Legislation.
Skills/Ability	<ul style="list-style-type: none"> • Able to reflect on and appropriately share lived experience to support others. • Strong communication skills (verbal, written, digital) with active listening and a non-judgemental approach. • Organised and accurate in record-keeping; able to manage workload and maintain wellbeing. 	<ul style="list-style-type: none"> • Ability to speak additional languages.

	<ul style="list-style-type: none"> ● Confident using digital tools and open to supervision and personal development. ● Computer literate in software applications such as Microsoft Word, Excel, search engines, Outlook etc. 	
Experience	<ul style="list-style-type: none"> ● Lived experience of emotional distress or mental health challenges and able to share these with others. ● Experience supporting others in personal, voluntary, or professional settings. ● Ability to build community connections and support diverse individuals in a culturally sensitive way. ● Comfortable working in partnership with multidisciplinary teams and third sector organisations. ● Understands the impact of social issues, including LGBT+ specific oppression, on mental health (essential for MESMCA post). 	<ul style="list-style-type: none"> ● Personal experience using mental health services and applying self-management or recovery tools. ● Experience in peer support, mentoring, or co-production roles. ● Background in public or third sector work, with an understanding of service environments.
Behavioural	<ul style="list-style-type: none"> ● Demonstrates emotional maturity, self-awareness, and readiness to take on a demanding and responsible role. 	

	<ul style="list-style-type: none"> • Flexible, reliable, and adaptable to changing needs and environments. • Compassionate, respectful, and professional in all interactions. • Ability to work as a team and contribute positively to service delivery. • Committed to Leeds Mind's values: Open, Supportive, Brave, Connected, Resourceful. 	
Other Requirements	<ul style="list-style-type: none"> • Willing and able to travel across Leeds and accompany service users to community activities. • Flexible to work some evenings and weekends by arrangement. • Understanding of or willingness to learn about different cultures, faiths, and identities. • Enhanced DBS check required. 	